



ASSISTANT CITY MANAGER

EXECUTIVE SEARCH PROVIDED BY STRATEGIC GOVERNMENT RESOURCES

THE COMMUNITY



Ideally situated on the rolling plains of eastern Williamson County, the City of Taylor, Texas, is home to 17,500 residents who enjoy a laid back, semi-rural atmosphere with the world-class amenities of Austin within easy distance. Williamson County is one of the fastest growing counties in the state, with a population estimate of over 530,000. The City of Taylor covers approximately 19 square miles and is located only eight miles east of the 130 Toll Road, at the intersection of U.S. Highway 79 and State Highway 95, just 40 minutes from Austin. Taylor has benefited tremendously from the astronomic growth of the Austin metro area but has maintained its unique, small town charm.

Taylor's beginnings are tied to the railroads, cattle, and cotton. The City was originally settled in the mid-1800s as the railroads expanded into Texas. Because of its location on one of the major cattle trails, Taylor became a shipping point for cattle, and the fertile soil in the area made it ideal for cotton production. Taylor downtown is recognized as a National Historic District by the U.S. Department of Interior. Efforts are underway to redevelop and revitalize the downtown and attract new businesses and restaurants to the City.

A number of large, historic homes, which reflect a time of affluence in a young Taylor, dot the area. Many of these homes have been maintained

by generations of the same family, while others have been faithfully restored and modernized. Taylor's connection to the railroads continues today through the modern Amtrak station located in downtown Taylor. The community takes great pride in its ethnic diversity that includes Czech, Polish, German, English, Scotch-Irish, Swedish, Black, Hispanic, Middle Eastern, and other ancestry. Taylor has a reputation for being an extremely friendly and welcoming community. The City's ethnic diversity is reflected in its reputation for great barbecue restaurants and delicious kolaches, Slavic pastries that are extremely popular throughout the region.

The City is proud of its parks system, which includes three major parks and more than eight miles of hike-and-bike trails. The Taylor Regional Park and Sports Complex is a state-of-the art recreation facility and nature preserve which includes a variety of tournament-quality athletic fields, basketball courts, a covered pavilion, two modern playscapes, and a hike-and-bike trail. The park also features an innovative nature conservation project and a six-acre lake that provide excellent opportunities for outdoor education. The newly renovated Williamson County Expo Center is a central location for a variety of sporting, spectator, and recreational events, including Texas rodeo. The expanded facility had its grand opening in November 2016.

Taylor Independent School District (TISD) serves over 3,200 Taylor students. The area is also served by a number of institutions of higher learning, including the East Williamson County Higher Education Center (located in Hutto), a multi-institutional teaching center that boasts partnerships with Temple College, Texas State Technical College, Texas Tech, and Concordia College, along with Legacy Early College High School, which is located in downtown Taylor. The Austin campus of the University of Texas is only 30 minutes away. A number of other colleges and universities are located in the Austin area.

Baylor Scott & White Hospital in Taylor is a 25-bed critical access hospital with a newly renovated 24-hour emergency room service, as well as radiology, laboratory, and surgery services. Baylor Scott & White Clinic provides pediatrics, women's healthcare, cancer screening, office surgery, orthopedic care, and occupational medicine to the City's residents. Twenty-five hospitals and one children's hospital are located in Greater Austin, totaling more than 3,000 hospital beds, and 13,000 physicians and nurses.

GOVERNANCE AND ORGANIZATION

The City of Taylor operates as a council-manager form of government under a home rule charter. The City is governed by a five-member Council with four members elected from districts and the fifth member elected at-large. Council Members serve three-year terms, and the Mayor is elected from among the five members. The City Council appoints a professional City Manager, City Attorney, and Municipal Judge. The City Manager is appointed to be the chief administrative officer of the City for any term, condition, and compensation deemed acceptable to the City Council. The current City Manager is Isaac Turner who was appointed to the position in September of 2014.

The City Manager oversees an organization with 148.75 full-time equivalent employees and an operating budget for FY 2016-2017 for all funds of \$24.5 million. The City is very strong financially and has an "AA-" bond rating.

MISSION:

To be a productive, fiscally responsible organization that takes proactive steps to ensure economic growth and the safety, well-being, and success of Taylor residents and the growth of business. Our vision for Taylor is to be a vibrant and diverse community.





GOVERNANCE AND ORGANIZATION

CONTINUED

The City is organized into a number of departments, including Police, Fire, Development Services, Public Works, Finance, Library, General Services, Human Resources, City Clerk, Main Street, and Public Information, and operates the Taylor Municipal Airport. Solid waste services are provided to the City through a private contractor. Taylor has established a Municipal Drainage Utility System which allows the City to collect a fee to address drainage related issues in the community, including localized flooding, emergency operations, and the cost of providing infrastructure and facilities that permit the safe drainage of storm water. The City is currently updating the Master Drainage Plan. Taylor's long-term water supply is provided from Lake Granger through a 50-year contract with the Brazos River Authority (BRA). The City also operates a 4 MGD wastewater treatment plant.

Taylor has adopted the Type "A" economic development sales tax and has established the Taylor Economic Development Corporation (TEDC) to administer the tax. TEDC owns two industrial parks, one of which has been fully developed. The City Council has recently adopted a Transportation User Fee which provides funding for increased street maintenance and reconstruction.

LEADERSHIP AND INNOVATION

Taylor's new Assistant City Manager will play a significant role in the day-to-day management of the City and will be delegated on-going responsibility for operationalizing the strategic plan throughout assigned departments, Community Investment Program (CIP), fostering innovation, organizational development, customer service initiatives, growth strategies, and other special or high priority projects assigned by the City Manager. The ACM will also be delegated responsibility for providing management support to several departments.





IDEAL CANDIDATE

The next Taylor Assistant City Manager will be a strong, creative, visionary but grounded Servant Leader with an outgoing personality and exceptional interpersonal skills who brings enthusiasm and passion to the government workplace. The City seeks a mature, thoughtful, ethical, highly disciplined, steadfastly strategic, collaborative, and results-driven municipal manager who will inspire and motivate others by example.



The incoming Assistant City Manager must have highly developed problem solving, technical, project management, performance management, presentation, and media skills. An ability to identify and co-opt best practices, embrace emerging technology, increase professionalism, and promote innovation is extremely important. The ability to unite the organization with a shared sense of purpose, promote teamwork, fully articulate expectations, delegate responsibility with clarity, and create a culture of accountability will be essential. The ideal candidate will have the knowledge, skills, and ability to help take a talented and well-led City workforce to the next performance level.

The person selected will be fiscally responsible with a "Lean" orientation. The successful candidate's broad knowledge of municipal finance, proven budget skills, and sound business acumen will ensure that the City never fails to meet its financial responsibilities and obligations. The new Assistant City Manager will also have the knowledge, skills, and ability to provide guidance in cost management, financial policy options, and creative financing strategies.



The City seeks an exceptional listener and highly effective communicator. The next Taylor Assistant City Manager will communicate directly and frankly, but always positively and respectfully. The person selected will be politically savvy, but never political, and must be a highly effective negotiator and mediator who can build consensus and forge strategic partnerships, internally as well as externally. The ability to establish and maintain positive, trusting, and highly productive relationships within and outside City Hall is essential.

EDUCATION AND EXPERIENCE

The selected candidate must hold a bachelor's degree in public administration, business administration, or a related field from an accredited college or university. A master's degree is preferred. Seven or more years of progressively responsible municipal government experience, including five years' experience at a department head level or higher, is required.



COMPENSATION AND BENEFITS

The City of Taylor offers a starting salary range between \$105,000 and \$117,000 depending on qualifications and experience. In addition to a competitive salary, the City provides a generous benefits package which includes comprehensive medical coverage, life insurance, disability, retirement (mandatory TMRS at 7%:1.5 to 1 and two voluntary 457 plans), paid vacation, paid sick leave, and holidays.

APPLICATION PROCESS



Please apply online at: <http://bit.ly/SGRCurrentSearches>

For more information on this position contact:

Mike Tanner, Senior Vice President

Strategic Government Resources

MikeTanner@GovernmentResource.com

361-813-3707

This position is open until filled. To view the status of this position, please visit:

<http://bit.ly/SGRCurrentSearches>

The City of Taylor is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.



RESOURCES

City of Taylor
ci.taylor.tx.us

Chamber of Commerce
taylorchamber.org

**Taylor Economic
Development Corporation**
tayloredc.org

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